



February 2003

Important Health Benefits News for Benefits Administrators

Upcoming Events

FEB

February 17 ♦ President's Day
Holiday

February 21 ♦ Tentative copy
developed for Spotlight
newsletter and materials for
spring Open Enrollment

February 22 ♦ Last day of
General Assembly session

MAR

March 3 ♦ Employee and BA
meeting, and videoconference
schedule developed

March 20 ♦ Spotlight and other
Open Enrollment materials
printed and distributed to BAs

March 31 ♦ Last day to file
claims for 2002 Flexible
Reimbursement Accounts

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Virginia Department of Human Resource
Management

B.A. Bulletin

Single Health Plan Proposed for July 1

Proposed changes to health benefits for state employees would combine features of Key Advantage and Cost Alliance into a single, comprehensive plan. All employees would contribute to the cost of premiums. The General Assembly is considering the proposed plan as part of the state budget. Input received from meetings with diverse employee groups was incorporated into the design before it was proposed to the Governor and the General Assembly. Some of the major components include:

- Enhanced prevention and wellness benefits for all employees, including an annual wellness check-up
- Additional coverage available for purchase through three buy-ups: out-of-network, expanded dental, and vision/hearing/expanded dental benefits
- The same in-state provider network, but no requirement to select a primary care physician (PCP) or to obtain a referral before seeing a specialist
- An expanded provider network through the Anthem *BlueCard* PPO system for in-network coverage outside Virginia
- A new, three-tier prescription drug program, in which payment is made based on the drug category.

We will provide more details as they become available.

Open Enrollment To Begin in Mid-April

Health Benefits Open Enrollment is scheduled for April 15 through May 16. Please note that the 16th is a Friday this year, so the Open Enrollment period will continue through the end of that week. More information will come soon.

Eligibility of Dependent Children

The Office of Health Benefits recently announced a change in policy regarding the eligibility of dependent children. Unmarried biological and adopted children may be covered by the State Health Benefits Program to the end of the year in which they turn age 23 if the child lives at home and can be claimed on the parent's federal income tax return. There are special circumstances that would allow eligibility even if the child does not live at home. Examples include:

- The child lives with the other parent if the employee is divorced, and
- The child lives away from home while attending college or boarding school.

Please see BA Memo #03-04 for additional clarification of this change in policy.

"It All Adds Up, Virginia" Campaign Launched

A new weight management program offered through the CommonHealth wellness program is setting a lofty goal for state employees – 10,000 employees losing a total of 30,000 pounds. The "It All Adds Up, Virginia" campaign focuses on weight control and loss through easy-to-incorporate lifestyle changes, ways to eat healthier and increased activity. More information is available through CommonHealth coordinators at each participating state agency.

